



COMMONWEALTH OF VIRGINIA



Hampton - Newport News Community Criminal Justice Board

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CCJB RETREAT MINUTES

DECEMBER 15, 2003
NEWPORT NEWS
WATERWORKS CONFERENCE CENTER

Present

Ms. Kelly Ashley, Hampton Probation & Parole
Lt. Mark Beavers, Hampton Police Department
Col. Karen Bowden, Hampton Sheriff's Office
Ms. Mary Bunting, Hampton Assistant City Manager
Ms. Laura Dobson, Newport News Probation & Parole
Ms. Patty Gilbertson, H/NN Community Services Board
Mr. Woody Griffin, Attorney at Law
Mr. Randy Hildebrandt, Newport News Assistant City Manager
Ms. Tracey Jenkins, H/NN Criminal Justice Agency
Mr. John Lash, Newport News Citizen Representative
Mr. Robert Moody, Attorney at Law
Chief Dennis Mook, Newport News Police Department
Sheriff C.E. "Chuck" Moore, Newport News Sheriff's Office
Ms. Kerri Sporer, H/NN Criminal Justice Agency
Lt. Col. Eileen Sprinkle, Newport News Sheriff's Office
Mr. Jim Thomas, Hampton Juvenile Court Services Unit
Ms. Natale Ward, H/NN Drug Courts
Mr. Andy Warriner, H/NN Criminal Justice Agency

Guests

Mr. Larry Moffett, Henrico County Community Criminal Justice Board
Grant Prillaman, Stillmeadow Benchmark, Facilitator
Jerry Tracy, Stillmeadow Benchmark, Facilitator

Ms. Tracey Jenkins began the Retreat by introducing the facilitators, Mr. Grant Prillaman and Mr. Jerry Tracy, who will help organize the development and direction of determining CCJB priorities for the upcoming year. She also stated additional goals of the retreat were to select a new chairperson and schedule 2004 CCJB meeting dates. Ms. Jenkins then turned the meeting over to the facilitators, Mr. Tracy and Mr. Prillaman.

The facilitators first reviewed with CCJB members, the CCJB's mission statement and responsibilities. They then recommended the CCJB focus its efforts on setting CCJB priorities based on the group's needs rather than targeting priorities relating specifically to the CCJB Plan. A series of large and small group sessions were then conducted throughout the day to discuss and target issues such as pros and cons of meetings, what the Board is looking for in a leader, what areas the Board would like to see future funds spent on, and to come up with CCJB project goals for 2004. The CCJB eventually agreed to focus attention on one specific project, "to find a more efficient/effective response to police incidents involving mental health crises", for 2004. Some of the project elements include data collection, a review of how other areas respond to similar situations, and a town hall meeting. Included with the minutes is a breakdown of the topics that involved group discussions and results of these discussions.

During lunch, Mr. Larry Moffett, with the Henrico County CCJB, talked about what has made their Board successful. He related how their Board identified areas within the county that were experiencing high crime rates. One such problem the Henrico CCJB noticed was a high theft rate among college students. The Board then met to come up with some ideas to help circumvent this particular problem. They addressed the issue by producing a video, *Stop Thief*, which alerts young students to the consequences resulting from this type of criminal activity. This videotape has been a successful tool in helping to reduce the crime rate among the college student population in their area. Mr. Moffett encouraged the H/NN CCJB to continue in its efforts to identify issues and come up with ideas to address the issues; as was being done at this retreat. He also encouraged members not to let funding or other issues roadblock their efforts. He gave examples of how the Henrico CCJB looks beyond the obvious sources of funds to private funds.

Following the luncheon, Ms. Patty Gilbertson gave a presentation on the Community Intervention Teams Plan (CIT). The purpose of CIT is to provide crisis intervention in emergency response situations. This plan proposes that police build a team of volunteer police officers who receive distinctive training in responding to special crisis that may be related to mental health issues. Having a special response team would provide faster police response, fewer arrests, and improved officer safety. In addition, it would provide a link between the CSB emergency services, the police departments, and community corrections. A discussion among the group followed Ms. Gilbertson's presentation. As a result, concerns were brought up about whether a specialized team of officers would be necessary, as outlined in the proposal, as opposed to having all police officers trained in dealing with this issue. Ms. Gilbertson noted that it is possible the plan could be revised to fit the specific needs of the police departments. The group contemplated, but did not finalize, inviting a guest speaker who is involved in this particular program, to talk to the CCJB in length about the CIT Plan and compare how the program is faring in other areas.

Adjournment

Other matters relating to the project, such as determining target dates, responsibilities, and time frames for data collection, as well as determining the 2004 CCJB meeting schedule and selection of a CCJB chairperson will be conducted at the January 2004 CCJB meeting. The Retreat adjourned at 4:45.

Hampton NN CCJB Planning Retreat

DECEMBER 15, 2003

MEETING PROS

Belief that my presence makes a difference
A real agenda (three times)
Information to take away from the meeting
Clear agenda/direction, and a
 recap of goals and what got done
Start and end on time
Something accomplished (three times)
Open environment where everyone can
 participate
Info sharing/collaboration
Limited, specific agenda
Brief, stick to agenda
Having the support in the office to go
 and focus on the meeting
Opportunity to creatively solve problems

MEETING CONS

Blindly approving agenda
Left wondering “why am I here?”
Info sharing as the only reason for meeting
 (could be done in a memo)
Bad information
Rehashing “non-starters”
No closure
Trying to fix the unfixable
Not using the group’s resources

Hampton NN CCJB

Planning Retreat

DECEMBER 15, 2003

WHAT WE'RE LOOKING FOR IN A LEADER (CCJB CHAIR)

Knowledge

Commitment: show up, be prepared, be focused

Take the time to develop a purposeful agenda – or take responsibility to see that it happens

Manage the info sharing /meeting process – determine when you actually need a meeting

Facilitate meetings and keep them on track

Be invested and interested in the CCJB's mission

Assist staff in getting members to the meetings

Strong communication skills

Take control of the Board (team) process – without being dictatorial

Able to see the “big picture”, provide guidance

AND

Discern how each member can contribute to that big picture

Consensus builder

AND

Have a back-up process when consensus fails (e.g. voting)

Hampton NN CCJB Planning Retreat

DECEMBER 15, 2003

WHERE WE NEED TO SPEND OUR MONEY, TIME, ENERGY...

DRUG TREATMENT	MH SERVICES	ADULT RESIDENTIAL SERVICES	SPECIAL POPULATION ISSUES	JAIL TRANSITION	JUVENILE INTERVENTION	STAFFING FOR CORE FUCNTIONS	PREVENTION	EVALUATION & PLANNING
Increased funding for SA services in criminal justice system	\$1M for counselors in jails, to team with police, in community agencies	Post conviction – long term placement	Targeted service for females, other groups	Expand jail budget to increase program availability: more space, staff, expand Inner Reflections Programs	<ul style="list-style-type: none"> ➤ Options for status offenders ➤ Education ➤ Coordination ➤ Facility Options for adjudicated and non-delinquent	Enhanced staffing/services for CCD, Pretrial & Probation	At-risk and pre-school programs	Evaluate programs and shift \$ away from least to most effective
Investing money into sustaining 3 drug courts until stable funding is obtained	Bed space, residential facilities / halfway houses	Adult SA treatment facility, 6 months+		Transitional services for reentry of offenders	Multi-purpose center: education, PO's, counselors at one location	Staffing issues in CJA, jails, CA's Office, Court Appointed Attys, PD's, CCJB	Quality after-school programs	Permanent staff support for planning and evaluation functions
More CSB Tx services	Crisis intervention, residential Tx services to divert mentally ill from incarceration and hospitalization			More jail space for SA, education, employment. Transition Coordinator in each city.	Juvenile education program for suspended/expelled students, use church and public school teachers	Need: NN & HPT 15-20 Police Officers Commonwealth Atty 8-10 staff in CCD and Pretrial	Non-traditional job training and certification programs for drop-outs (youth and adults)	Staff for analysis and development of services

DRUG TREATMENT	MH SERVICES	ADULT RESIDENTIAL SERVICES	SPECIAL POPULATION ISSUES	JAIL TRANSITION	JUVENILE INTERVENTION	STAFFING FOR CORE FUCNTIONS	PREVENTION	EVALUATION & PLANNING
Concern about lack of access to uninsured, those above eligibility limits	Residential facility or Day Center					Replace most staff in Drug Tx, Parole, Probation (3 in HPT alone)	Night time 'day care' centers for children with working parents	Publication money
Supplemental Drug Court funding: Juvenile DC in HPT AND Serve District Court as well as circuit	Counseling, programming for medical management					NN: 12 deputies needed for courts 20 needed for jail 4 for civil court HH: ???	Mentoring experiences	Money for special projects
Replace lost FTE's for assessment and Tx: HPT needs 2-3 in CSU, similar in NN	Research into implementing CIT					Judges: NN needs 3 HPT ??	Locate multi-function centers H and NN community centers, near homes and schools. Use local churches.	Second town meeting
							Need food services, training materials, core staff, volunteers & transportation	

Hampton NN CCJB Planning Retreat

TASK: To find a more effective/efficient response to police incidents involving mental health crises

	A	B	C	D	E	F	G	H
#1 To assess the current system response	Assign tasks, set due date	ID data sources	Collect police data (1 year prior) ¹				Assess, analyze data	Report Out
			Collect CSB data: (1 year prior) ²					
		ID anecdotal data sources	Interview PD officers, CSB staff	Acquire contemporaneous anecdotal data for 3 months				
#2 Identify gaps and deficiencies in responses	Assign tasks and set due dates	ID sources of data	Define CSB process Review CSB policies	Identify statutory enabling/restrictive legislation	Interview stakeholders (those not interviewed in #1)	ID existing training: PD and CSB	Assess, analyze data	Report Out
			Define police process Review police policies	Categorize types of MH contacts (e.g. violent, non-violent)				

¹ # of calls received, response time, time spent on scene, assessments completed, # of calls resulting in arrest, # of injuries to officers, # of repeat calls (same person), # of subsequent calls presenting SA issues, # of subsequent calls presenting psychiatric symptoms, # of calls requiring SWAT Team

² # of calls received, response time, time spent on scene, assessments completed, # referred on to MH

	A	B	C	D	E	F	G	H
#3 Identify the results of the incidents (incident mapping, ID stakeholders)	Assign tasks and set due dates	ID sources of data for one year prior	Determine results: ³ (ALSO SEE #1)	Determine CSB response time and officer time off the street (SEE #1)			Assess, analyze data	Report Out
		Determine releases required to gather data	Map calls for service (GIS)					
Identify what happened next			(SEE #1 data sets)					
Match our needs to existing best practices (national, state)	ID similar programs (e.g. CIT in Memphis)	ID similar activities as applied in VA	Look at what we are currently doing (SEE #1)	Collect/review literature on processes, outcomes			Assess, analyze models and common components	Report out with recommended components
			Interview involved players: per #1	Interview additional stakeholders				
Acquire community input								
Gain support of CSB Board directly								
Design local model								
Run pilot								
Review and								

³ Arrests made, Detention Orders, No further action

	A	B	C	D	E	F	G	H
revise program for implementation								
Finalize and implement program								

NOTES:

- Key Tasks not yet mapped are to be detailed in January CCJB meeting.
- Items in grey are duplicates of tasks in another section and do not have to be repeated.
- Items in the same column can be completed at the same time, given the necessary resources.

Crisis Intervention Teams

How The Crisis Intervention Team (CIT) Model Enhances Community Policing & Improves Community Mental Health

What is the CIT Program?

- A specialized model of police-based crisis intervention for officers who are called upon to respond to people with severe mental illness in emergency situations
- Covers a range of interventions
 - Police training and operations
 - Crisis de-escalation
 - Jail diversion
 - Linkages with community mental health and medical care
- A bridge between the CSB and law enforcement to provide a more effective response to emergency situations involving the people with severe mental illness
- Provides a *seamless link* between CSB emergency services, police and community corrections

Background of CIT

- Originated in Memphis, TN in 1988 following the fatal shooting of a mentally ill person
- Part of their community policing initiative
- Lead developer was Major Sam Cochran, Memphis Police Department
- Now the fastest growing and largest police-based model crisis intervention and jail diversion
- Duplicated in Albuquerque, Portland, Seattle, Orlando, San Jose, Kansas City, Toledo, Akron, Salt Lake City, Louisville, Jacksonville, Minneapolis and Montgomery County.
- In planning stages in Fairfax and Roanoke, Virginia
- Featured as a best practice by US DOJ and SAMSHA
- Has full support of the National Alliance for the Mentally Ill (NAMI)

Why Do We Need CIT?

- Issues concerning the mentally ill and the CJ system have been an ongoing frustration for CCJB
- Concerns that the ESH Reinvestment Project will result in increased situations involving the mentally ill
- Large numbers of inmates with severe mental illness
- It is a pro-active and preventative approach to problem solving

Why Would the Police Department Want CIT?

- Police Officers are always the first responders in these situations
- They should be equipped to deal more appropriately and effectively
- Appropriate responses require a seamless partnership with CSB Crisis Workers
- It will free up officer time to respond to other police situations

Why Would the CSB Want This?

- Emergency Service Crisis Workers rely heavily on their partnership with the Police Departments
- It provides the CSB with central and consistent points of contact when police intervention is needed
- It helps the ES worker to have officers that can assist in calming someone down rather than making the situation worse

CIT Core Components

- Police Officers *volunteer* to become CIT officers
- Police Officers receive specialized training (about 40 hours)
- Focuses on an immediate specialized crisis response
- CIT Officers see themselves as TEAM MEMBERS with the CSB

Benefits of CIT for Police

- Faster Response/ Fewer Arrests
 - Program met goal of expediency with an average of just over 5 minute response times*
 - CIT Officers made minimal use of arrest as a disposition (2%) versus 20% national average for non CIT type interventions*

* Based on studies conducted by the National Institute of Justice 1997, 1998 and 2000

- Improved Officer Safety
 - Officer injuries decreased since the start of CIT **
 - Need for TACT (Tactics Apprehension and Containment Team) and hostage negotiations decreased since the start of CIT**

** Based on research team study conducted by the University of Tennessee Center for Health Sciences, 2001

Benefits of CIT for Consumers/CSB

- Decreased recidivism and improved quality of life *
 - Diversion from jail ↑ connections for consumers with the MH system
 - ↑ positive impact on consumer outcomes on individual clinical levels
- ↑ quality of life ratings from consumers
- ↓ rates of re-arrest
- ↓ substance abuse
- ↓ psychiatric symptomatology
- Based on the SAMSHA Study on Jail Diversions, Steadman et al., 1999

“CIT is more than just training”

“CIT is about responsibility and accountability to the community, family members and consumers of mental health services. Special needs deserve special care. CIT promotes education, sensitivity, understanding and the building of community partnerships.”

Walter Winfrey, Director of the Memphis Police Department, Memphis, Tennessee

"Time has told us injuries to both officers and citizens with mental illness has been reduced as a result of CIT. The bottom line is, it's (CIT) a safer and smarter way to do business."

Chief Joe Polisar, Albuquerque Police Department
Albuquerque, New Mexico

Development and Implementation

- Need consensus from all stakeholders to proceed
- Need all of the stakeholders to map out a strategy
- Lead person from Police Department and CSB to coordinate and communicate
- Need support from the City Council

Potential Stakeholders

- Police Department
- Sheriff's Department
- Court System
- Community Corrections
- CSB
- City Council
- City Management
- Local consumer advocacy groups
- Community leaders
- Citizen Advisory Groups

CIT Training Components

- Officers exposed to basic dynamics of the common types of mental illness
- Exposure to the viewpoints and feelings of the consumers
- Officers become involved in experiential training and role playing
- Training the trainers
 - Trainers ride with officers to gain insight into what officers are faced with on a day to day basis
- Involvement of Police Dispatchers

Who Does the Training?

- Training would be done from community resources
- A team of trainers would be identified from the CSB and Police Department to attend training conducted by other CIT teams and visit communities where CIT has been successfully implemented

How Will CIT be Funded?

- Seek training grants

- DMHMRSAS
 - DCJS (Byrne Memorial Grants)
 - Match funds from participating agencies
- Agencies would provide officer and CSB staff time dedicated to CIT

Next Steps

- Utilize the AOIS to plan and develop
 - Addition of consumer/family involvement
- Identify CSB and Police planners
- Contact Major Sam Cochran to secure technical assistance
- Coordinate initial planning session in prior to next CCJB quarterly meeting